

FACTSHEET

United States
Department of
Agriculture

Animal and
Plant Health
Inspection
Service

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Regional Consolidation Site Announcement

On March 10, 1997, U.S. Department of Agriculture (USDA) Secretary Dan Glickman announced that Raleigh, NC, and Ft. Collins, CO, will be the new regional hubs for USDA's Animal and Plant Health Inspection Service (APHIS). This announcement kicks off a 2- to 4-year effort to improve APHIS service delivery by streamlining the agency's field structure. Altogether, 13 regional offices for Animal Damage Control, Plant Protection and Quarantine, Veterinary Services, and Animal Care will be consolidated into 2—an eastern hub in Raleigh and a western hub in Ft. Collins.

Rationale for Regional Consolidation

USDA has been a leader in National Performance Review initiatives to create a government that works better and costs less. APHIS is committed to ongoing self-review to identify ways to improve upon the efficiency and cost-effectiveness of our operations.

Collocating the 13 APHIS regional offices at 2 sites will permit greater sharing of resources, expertise, and perspectives across program lines. Streamlining our field structure will also enable the agency to consolidate support services—such as budget, personnel, procurement, and computer support—and standardize systems and processes. This will strengthen the agency's cohesiveness and effectiveness, save money, and provide our stakeholders central locations from which to address a broad range of agricultural health and animal care issues.

Program delivery at the State and local level will remain intact, with no change in management or field delivery personnel.

Selection of Raleigh and Fort Collins

Raleigh and Ft. Collins were chosen out of 22 proposed sites because they are important science and technical centers for APHIS and provide a wealth of research resources for the agency to draw from. Both locations offer opportunities for APHIS to build upon its role as a science-based

organization that leads the way in anticipating and responding to animal and plant health-related issues, conflicts with wildlife, environmental stewardship, and animal well-being.

In both Raleigh and Ft. Collins, we will be able to build upon the scientific and technical expertise of our employees and increase interaction and cooperation with local universities and the greater research community.

As part of the site-selection process, potentially affected APHIS employees were surveyed for their personal assessment of the quality of life at each proposed site. Both Raleigh and Fort Collins were rated favorably by employees.

Human Resources

All employees affected by the consolidation will be offered positions at the new hubs. Any elimination of positions will occur through attrition.

APHIS will pay relocation expenses and provide all affected employees with support services, including work and family life counseling, relocation services, and outplacement assistance if they choose not to transfer to a regional hub.

Civil Rights Impact Analysis

APHIS has in place a civil rights impact analysis system to assess the potential for any decision to negatively and disproportionately affect minorities, women, or persons with disabilities whether they are employees or stakeholders.

Any potential negative impact will be identified, and strategies to mitigate that impact will be developed and incorporated into the agency's Affirmative Action Plan.

APHIS' Workforce Diversity Committee will help ensure diversity in all positions in the hubs by announcing vacancies nationwide, targeting underrepresented groups for recruitment, and paying relocation expenses.

For More Information

For more information, please contact the Regional Consolidation Project Office at (301) 734-7824 or (888) 992-7447. We have also established a Web page (<http://www.aphis.usda.gov/oa/consolid8.html>) and an e-mail address (rcp@aphis.usda.gov).